

City of West Linn Compensation Plan
City Manager & Department Director Salary Schedule¹
Effective July 1, 2020 - June 30, 2021

COLA Increase 7/1/20
1.0235

Classification Title	Salary Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
City Manager ²	CM	<i>annually</i>	\$ 146,000						
		<i>monthly</i>	12,167						
		<i>hourly</i>	70.19						
Chief of Police	8	<i>annually</i>	\$ 107,781.78	\$ 113,628.58	\$ 119,650.89	\$ 125,992.39	\$ 132,669.99	\$ 139,701.50	\$ 147,105.67
Deputy City Manager / Community Development Director		<i>monthly</i>	8,981.81	9,469.05	9,970.91	10,499.37	11,055.83	11,641.79	12,258.81
		<i>hourly</i>	51.82	54.63	57.52	60.57	63.78	67.16	70.72
Finance Director	9	<i>annually</i>	\$ 101,794.60	\$ 107,315.47	\$ 113,003.19	\$ 118,992.36	\$ 125,298.96	\$ 131,939.80	\$ 138,932.61
		<i>monthly</i>	8,482.88	8,942.96	9,416.93	9,916.03	10,441.58	10,994.98	11,577.72
		<i>hourly</i>	48.94	51.59	54.33	57.21	60.24	63.43	66.79
Public Works Director / City Engineer	10	<i>annually</i>	\$ 98,031.36	\$ 103,346.93	\$ 108,824.32	\$ 114,592.01	\$ 120,665.38	\$ 127,060.65	\$ 133,794.86
Library Director		<i>monthly</i>	8,169.28	8,612.24	9,068.69	9,549.33	10,055.45	10,588.39	11,149.57
		<i>hourly</i>	47.13	49.69	52.32	55.09	58.01	61.09	64.32
Parks & Recreation Director	11	<i>annually</i>	\$ 92,032.57	\$ 97,095.03	\$ 102,241.06	\$ 107,659.84	\$ 113,365.81	\$ 119,374.20	\$ 125,701.03
Human Resource Director		<i>monthly</i>	7,669.38	8,091.25	8,520.09	8,971.65	9,447.15	9,947.85	10,475.09
Information Technology Director		<i>hourly</i>	44.25	46.68	49.15	51.76	54.50	57.39	60.43

¹Salary Schedule converted from range to step system effective January 1, 2019.

²City Manager COLA determined by Council during annual evaluation.

To transition all employees to a July 1 COLA review, Council approved a small 1.2% increase on January 1, 2020.